

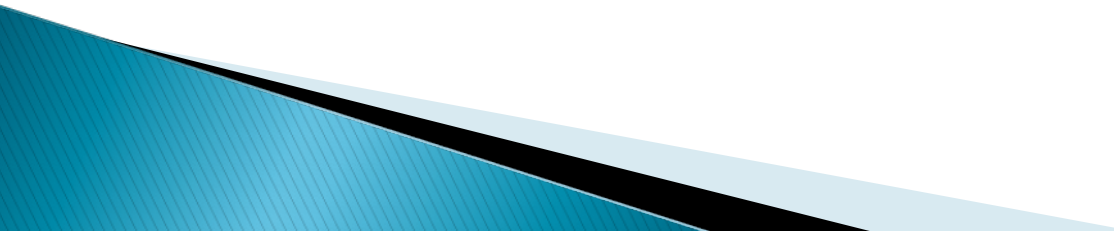


Child Protection Foundation Training

Dynamics of Working Across Cultural Lines

Core Competencies

By the end of this activity, you will be able to:

- ▶ **Acknowledge that there are different cultures (cultural awareness).**
 - ▶ **Acknowledge the impact of culture on the investigation.**
 - ▶ **Work effectively and appropriately with people of all races and heritage by learning about their culture.**
- 

Race, Culture, and Ethnicity



Can someone explain his or her race, culture, and ethnicity?

Child Protection must look at how diverse families:



- ▶ **Nurture and protect their children, both physically and emotionally.**

Child Protection must look at how families:



- ▶ **Recognize and prioritize child endangerment situations and provide protection to avert injury.**

Culturally Responsive Practice

How Cultural Values
Are Formed



- ▶ Environmental adaptations
- ▶ Historical factors
- ▶ Social & economic evolution
- ▶ Contact with other cultural groups

Engage in the following

- ▶ **Self-evaluation regarding one's own cultural values and professional motivation.**

Culturally Responsive Practice



Engage in the following:

- ▶ **Reliance on interpersonal helping skills balanced with authority.**

Six Stages of Cultural Competency



***Can someone
provide an example
of cultural:***

- ***Destructiveness?***
- ***Incapacity?***
- ***Blindness?***
- ***Pre-competence?***
- ***Competence?***
- ***Proficiency?***

Cultural Anxieties



What are some of the issues you anticipate in investigating families of a different culture than your own?

See the handout, "Cultural Factors to Consider in Investigations,"

“A Value Base for Cultural Competence” (Handout)



Working with Families Whose Primary Language is not English



- ▶ **Burgos Consent Decree (*See Proc. 300, Appendix E*)**
- ▶ **Services & documents in Spanish**
- ▶ **Bilingual workers**
- ▶ **Spanish speaking foster homes**

Disproportionate Representation of Children of Color in CW

► **Two conflicting perspectives**

- Appropriate – poverty, single parents, joblessness, etc.
- Problem – don't maltreat more than Caucasians



Racial Disproportionality in Reporting

So are minorities more likely to be accepted as reports by the hotline than non-minorities?



Racial Disproportionality in Substantiations



More likely indicated if:

- ▶ **Professional made the report**
- ▶ **Physical abuse rather than neglect**
- ▶ **African American or Latino**

Racial Disproportionality in Substantiations *(Continued)*

“The decision of whether to place a child in out of home care is the culmination of a cascade of previous decisions...”

from Profile of Child Welfare System Involvement of African Americans in an Illinois County

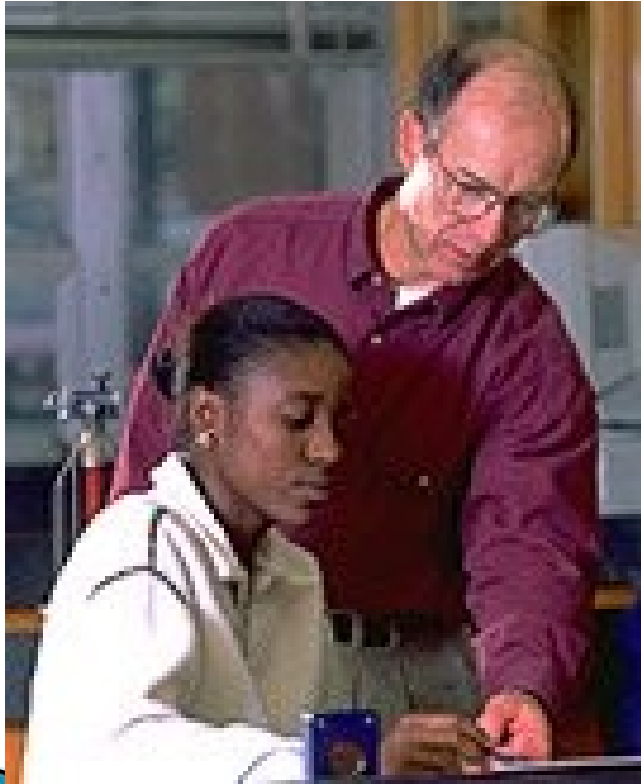


Multiple Hypothesis Questions



- ▶ ***Is the disproportionality appropriate?***
- ▶ ***Are African American and American Indian children over reported?***
- ▶ ***Are children of other racial and ethnic backgrounds underreported?***

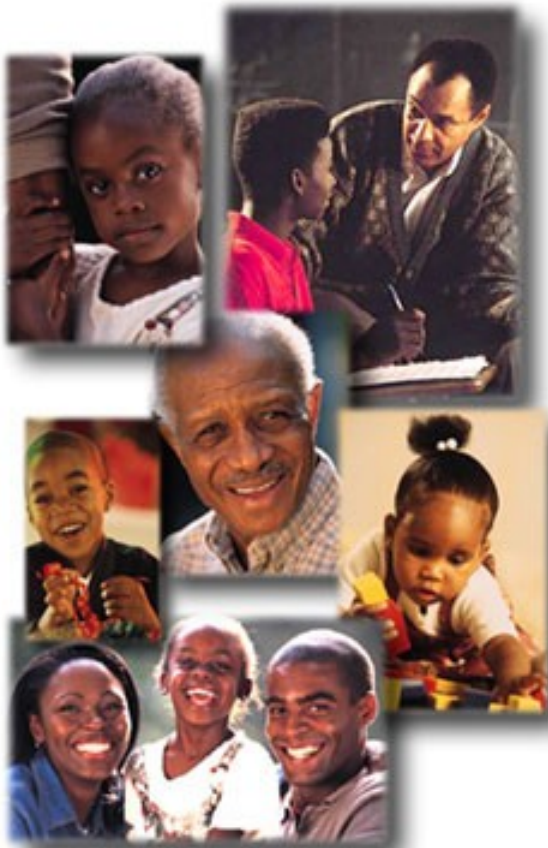
Multiple Hypothesis Questions



- ▶ ***Are children of different races and ethnic backgrounds exposed to different types of maltreatment?***
- ▶ ***Does institutional bias explain such a high number of African American children in the child welfare system?***

Multiple Hypothesis Questions (Continued)

- ▶ ***What role does the community and family play?***



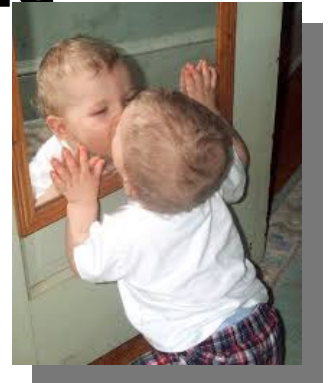
Things You Can Do to Learn About Other Cultures



- ▶ **NASW Code of Ethics (1.05) Cultural Competence and Social Diversity**
 - **Recognize strengths**
 - **Provide culturally sensitive services**
 - **Learn about social diversity & oppression**

Preparation

- 1. Recognize that everyone has behaviors, habits, customs and beliefs that are culturally based.**
- 2. Conduct a self-evaluation.**
- 3. Develop a working knowledge of the client's culture.**
- 4. Get in touch with your own biases.**




Developing a Safe Environment

Celebrate cultural diversity in BC. It's who we are.

I'm different.
Because I don't own a TV.
I'd rather watch people, or read.
I'm a teacher and I wouldn't live anywhere but here.

I'm new.
To rollerblading.
My family moved to BC from Ontario last year.
My new school is sweet and my friends are awesome.

I'm unusual.
I like to eat ice cream with a fork.
But get to know me and you'll see we have a lot in common too.



1. **Keep an open mind.**
2. **In the first session, address the different racial or cultural differences directly.**

Developing a Safe Environment



- 3) **Ask your client the meaning, significance, and importance his or her cultural heritage plays in his or her life.**
- 4) **Allow your client to be the expert storyteller of his or her life.**

Developing a Safe Environment

- 5) **Help create for your client a natural pathway for change.**



Reminder:

We are Evolving Our Practice

- **Fathers Initiative**
- **Trauma Informed Practice**
- **Fictive Kin**

Summary



- ▶ **Awareness of your own culture**
- ▶ **Understanding that your biases prevent objectivity**
- ▶ **Knowledge of the strengths in client cultures**